



QUESTIONS FOR COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES NOMINEE

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COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES (CHRO) ([CGS § 46a-52](#))

- The commission consists of nine members. The governor appoints five and legislative leaders appoint four. (The Senate president pro tempore and minority leader and the House speaker and minority leader each appoint one.)
- The governor's nominees serve five-year terms; other members serve three-year terms.
- The commission oversees the state agency that enforces anti-discrimination laws in various areas, such as employment, housing, public accommodations, credit practices, and state services and programs.

QUESTIONS FOR THE NOMINEE

1. What is CHRO's primary mission? Is CHRO primarily a law enforcement agency or a civil rights advocacy agency?
2. In light of the events in Ferguson and similar incidents, what role does or should CHRO play in addressing discrimination on a broad level?
3. What recommendations would you propose to make the enforcement of civil rights laws more effective and efficient?
4. The state Supreme Court recently ruled that an employee could proceed with a claim based on alleged discrimination due to the employer's perception that the employee has a physical disability, even if the employee does not have a disability (*Desrosiers v. Diageo North America, Inc.*, 314 Conn. 773 (2014)). Do you foresee many similar cases arising on this basis?

5. CHRO participates in community forums and informational sessions to inform the public about the commission and provide information about discrimination. What more can the commission do to inform the public about their rights under the state's anti-discrimination laws?
6. What can a commissioner do to ensure the complaint investigation process is fair and is perceived as fair and unbiased by complainants and respondents alike?
7. What are your views on affirmative action? Is there any tension between affirmative action and the laws prohibiting employers and others from discriminating against people?
8. How long does it take, on average, to complete an investigation? How long should it take? How many cases are settled? Is there a backlog of cases?
9. Human rights referees conduct hearings to determine whether discrimination has occurred and they may remedy any discrimination they find. How much control, influence, or authority should the commission have over referees?
10. What do you think about expanding the classes of people protected under Connecticut's anti-discrimination law? Do you have any suggestions?

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